ment even though they are unpassed should be allowed to rise." My reason is that the teacher's profession is quite different from that of a clerk, which, therefore, should not be put on a par with other services. The teacher going to the school with discontentment in his face is not a satisfactory man to deal with pliable minds. The teacher is the man who builds the future citizens. You expect him to be satisfied and willing and to possess good character so that the pupils under him may look up towards him as an example to be followed and not as a discontented figure placed before the pupils, always thinking of his own worries and difficulties. So, I say it is not enough to give them a decent start of Rs. 20 and nothing more all life. My request before the House is that the case of teachers ought to be considered on a different footing from the case of the other officers. Even in the case of unpassed men, they ought to be given an annual increment of Re. 1 and be allowed to rise up to Rs. 30 at least.

Deputy President.—Is there anything in the report prohibiting unpassed hands from rising ?

Rao Sahib Mr. C. Matthai.—Restriction is placed according to *the Education Code* to a certain extent.

Mr. C. J. Mathew.—He has got to start on Rs. 20 and retire on Rs. 20.

Mr. M. A. Chakko.—There is absolutely no difficulty in getting passed men.

Mr. C. J. Mathew.—There are already in the Department so many unpassed hands with 5 to ten years' service to their credit. They may be men too old now to go to school again and complete their course of study. If his pay is to be eternally Rs. 20, that will certainly be a sort of punishment to the teacher. Men must have some ambition to look forward to.

Rao Sahib Mr. C. Matthai—There are several unpassed hands who get Rs. 25.

Mr. C. J. Mathew.—If there is a chance to rise to higher scales, then it is alright. But the proposal of the Committee does not go so far. They do not say anything with regard to higher scales of pay. My amendment is that the unpassed men must be also given a grade, say, from Rs. 20 to 30.

Resolution put and agreed to.

Passed Teachers.

Mr. P. Kumaran Ehuzthassan.—According to the license and permits issued to these teachers who are Matriculates and complete School Finals they are allowed to teach up to Form III. During recent years graduates have been drafted even into the Primary Department on Rs. 20, at times on Rs. 15

LIBRARY ARCHIVES Kerala Legislative Assembly

and 12 also. That should not be considered as the very ideal to be followed. What I submit is that under-graduates who are competent in the service should be encouraged. As long as *the Education Code* lays down that the minimum qualification to teach in the III Form is that he should be a trained Matriculate or trained School Final proved men amongst them should be allowed to rise. We have already committed ourselves to the position that unpassed hands should be allowed to rise to Rs. 30. Some difference must be made between passed and unpassed hands. When the unpassed hand is allowed to start on on Rs. 20 and rise to Rs. 30, a passed hand should certainly be given a higher position and he should be allowed to start on Rs. 25 and reach a pay of Rs. 40 in 10 years and from Rs. 40 to Rs. 60 subsequently. From Rs. 40 to Rs. 60 promotion may be made according to special considerations of proved efficiency. Till Rs. 40 he must be allowed to rise without any restraint and from Rs. 40 to 60 in cases of acknowledged merit.

My important point is that graduates should not be appointed into the lower grades of the service to the prejudice of undergraduates. I was surprised the other day to find an Economics Hons. and who stood first in the Presidency was put in Class IV and he was allowed to remain there for a certain number of years. First in Economics is not an ordinary type of man and to put him in the IV standard is a disgrace upon the Department. I could not understand the secret of it, but I was glad to find that in the last year or so he was given a lift to the First Form. I, therefore, recommend that the House may be pleased to vote for the proposition, *viz., that passed hands (Matriculates and School Finals) in the primary grade be put on Rs. 25 to 40 and in the Lower Secondary Department on Rs. 40 to 60 per mensem.*"

Mr. V. D. Ouseph.—Then it is better to ask him to go away.

Mr. P. Kumaran Ezhuthassan.—He ought certainly to go elsewhere and seek for a job befitting his high University qualification.

Rao Sahib Mr. C. Matthai.—When you fix a certain qualification to teach in a particular class as minimum, I don't think that higher qualification is no disqualification to stand in the way.

Mr. T. K. Nayar.—I second it.

Dr. A. R. Menon.—A proposal has been submitted by the Teachers' Association, which has been passed in the Association, which is before the Government, and which is a modest one. It is a fact that the Special Finance Committee did not give

LIBRARY ARCHIVES Kerala Legislative Assembly

it full consideration. Personally, I was one of them. We, all of us, were of one opinion and under the impression that the Department is paid sufficiently. There is no use of passing resolutions. I would strongly request the Government to scrutinise this question in spite of the recommendation of the Special Finance Committee taking into consultation the well-considered draft proposal of the school-masters of the whole of the State. I myself feel guilty that I have not gone into the question. So I request the Government that it may scrutinise this question in a more serious manner.

Mr. K. P. Kannan Nayar.—I have tabled another resolution (No. 14) where I have given a definite scale for the Primary Department. If you agree to that, I shall support you.

Resolution put and agreed to.

The House rose for the day, it being 5 p. m.

T K. KRISHNA MENON,
Secretary to the Council.

LIBRARY ARCHIVES Kerala Legislative Assembly